

THE MAGAZINE FOR MEMBERS OF

Scotmid 

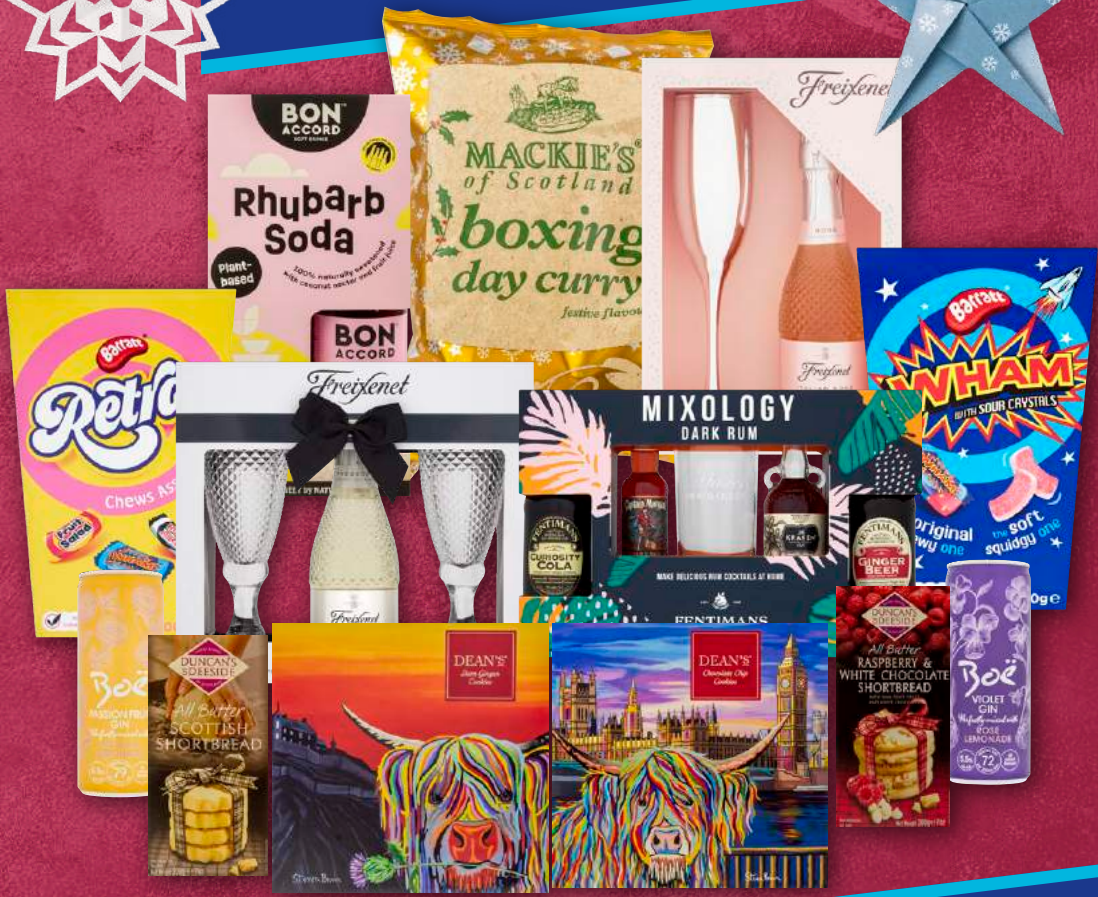
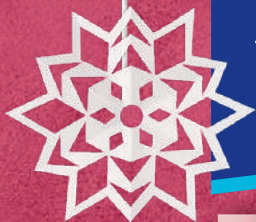
Winter
2021
Edition

Jigsaw



- Money-Saving Vouchers • Seasonal Features
- Charity • Community • Society News • OGM 2021

Christmas treats and favourites at your local store.



Scotmid
coop

Photographs used for illustration purposes only.
All items subject to availability and while stocks last.

Welcome from
Harry Cairney, Society President

Introduction by
John Brodie, Chief Executive



Behind every in-store improvement there is a wider tale of planning and teamwork



As President of the Society, I always look forward to our general meetings, so I was delighted to return to in-person meetings in September. I took the opportunity to speak with many members and was pleased to hear first-hand the difference our Society has made to our communities during challenging times.

This issue of Jigsaw delves into some of the support given to community groups and charities since our last issue. As you can see, this can range from donating litter pickers to supplying a national charity with volunteer uniforms, and everything in between! The one thing that ties them together is that they directly benefit the communities that we serve.

I would encourage members involved with community groups and charities to reach out to our Membership & Communities Team for support.

Have a wonderful winter and stay well,

A handwritten signature in blue ink, appearing to read 'Harry Cairney'.

This issue includes Society news, an update on community and charity activity, competitions and more!

In September, Members came together for the first in-person Scotmid General Meeting since Autumn 2019. Feedback from attendees was very positive and I personally enjoyed seeing so many familiar faces again in person.

Jigsaw Summer Edition highlighted the improvements made at Barnton and Leven Street stores. This issue digs a little deeper, giving a behind the scenes look at in-store developments since Spring 2020. You will also hear about our investment in Electronic Shelf Labels, an investment being welcomed by colleagues as much as customers. As you can see, behind every in-store improvement there is a wider tale of planning and teamwork.

Our operations and store teams continue to focus on serving our communities. Supplier availability has been challenging, but our focus remains on utilising fantastic local suppliers facilitated by our existing warehouse and distribution teams. Stores have also continuously adapted to changing Covid-19 guidelines.

The health and wellbeing of our colleagues, customers and members will always be our priority. Your continued co-operation is appreciated by us all.

Best wishes to you and yours for the festive period and months ahead.

Membership & Communities Team:
membership@scotmid.co.uk

A handwritten signature in blue ink, appearing to read 'John Brodie'.

OGM 2021

On the 27th and 28th September the Society held its 2021 Ordinary General Meetings.

Hundreds of Members came together across three venues in Edinburgh, Hamilton and Aberdeen.

Community Connect presentations were pre-recorded and played on the night. A number of Community Connect groups also attended.

A resolution to amend the elected members fees and loyalty bonus scheme was passed.

Member feedback from attendees following the return to in-person meetings was very positive.

The next Annual General Meetings will be held on Monday 25th April and Tuesday 26th April 2022.



Regional Committee Nominations Elections to take place at AGM 2022

West Regional Committee

3 Members to serve for 3 years and 1 Member to serve for 2 years

Kaye Harmon, Martine Nolan, Charles Sim, Jim Watson

Nominations for the West Regional Committee - serving Penrith area

1 Member to serve for 3 years
David Simpson

East Regional Committee

4 Members to serve for 3 years

Andrew Clark Hutchison, Jim Mackenzie, David Paterson, Eddie Thorn

North Regional Committee

4 Members to serve for 3 years

Erin Pipe, Sharon McSorley, Alan Stokes, Alan McLeish, Siobhan Sandbach



Lakes & Dales Community Connect Voting

The Community Connect Winners in the Lakes and Dales area were announced at a community Competition event in Frosterley Village Hall – organised by the store Manager Charlene and her team and sponsored by the Society.

The winner of £5,000 was Butterwick Hospice Care. Runner up, Northern Ice wheelchair Curling Club, were also in attendance and were delighted with their £2,000 award.

The winners of Community Connect for the East, West & North regions can be found on page 8.

Around Your Society



Introducing Scotmid Perth

A new store recently opened in Perth – creating jobs in the local community.

Kevin Plant, Head of Food, said: “We’re very excited to open a Scotmid store in Perth. I want to say welcome to our new colleagues and a huge thank you to the whole team who have worked tirelessly together to get the store customer ready. I know I speak on behalf of them all when saying we can’t wait to welcome customers through our doors to see the new look and for them to try our new food-to-go offering at The Kitchen.”

Nicola Stewart, Store Manager, said: “My team and I are so excited to begin a new chapter with Scotmid. The store looks fantastic and I have no doubt The Kitchen will be a hit! “We are already working with the Communities Team to look at ways Scotmid can support our local community. There are great opportunities ahead.”

Scotmid Perth is located at 12 West Mains Avenue, Perth, PH1 1QZ.

Project RISE

Project RISE (Recover In a Supported Environment) is a pilot programme designed to help people make positive changes.

Scotmid & Connecting Circles have partnered with a number of well-established support charities such as Turning Point Scotland, Cyrenians and Link Up. The project is also being supported by Police Scotland.

The project goal is to help people turn their lives around, by the choices they make and help them to address and resolve personal issues which have led them to a potential criminal situation.



Project Rise is a restorative practice intervention which, in the right circumstances, can be used as an alternative engagement model to provide another solution to a recurring problem.

Project Rise has launched in Leith area of Edinburgh with the hope of extending to other areas in the future.

Around Your Society



Local Sourcing

We are excited to say Christmas has landed, with some great products arriving in stores. Look out for family favourites and be tempted by something new, too.

With the known supply and driver shortage challenges across the UK, we continue to utilise multiple supply partnerships to help service our stores & customer needs.

Local sourcing is set in the overall context of the food strategy. It is all about building on top of the core offer, with products tailored locally to the tastes of our customers. Our championing of Scottish bakers, for example, has been important to the viability of the industry, gives customers a quality product and, in turn, supports our local communities. Where possible, we also work with local distribution partners to consolidate deliveries and reduce overall food miles.

We expect Christmas & Hogmanay 2021 to be bigger than ever, with many looking to celebrate across multiple days and events.

Trialling New Concepts

Further to the trial of Amazon Lockers in selected stores last year, the service has been rolled out to a further 40 stores across the Scotmid estate.

In line with upcoming Government legislation, work continues toward the integration of Reverse Vending Machines. Units are being trialled in South Queensferry and Kirkliston stores, with plans to trial a further two new concepts in East Calder and Renton.

Fair Tax

Scotmid have been awarded the Fair Tax Mark by the Fair Tax Foundation for the 6th year running.



The award is a recognition of our continued transparency and commitment to paying taxes.

Pictured is Chief Financial Officer, John Dalley with the award.

Learn more: [fairtaxmark.net](https://www.fairtaxmark.net)



The Butchery At Broxburn

In May, a new butcher counter was launched at Scotmid Broxburn. Butchery partners, The Butchery, have a range of 350+ products and offer a wide selection of the products at the counter. They are best known for their selection of dry aged steaks so if you enjoy a quality steak, these come highly recommended.

The Protection Of Workers Act

Gavin Randell, Retail Operations Director, met Scotland's Community Safety Minister, Ash Denham, Edinburgh Southern MSP, Daniel Johnson, and SGF Chief Executive, Dr Pete Cheema, at our Leven Street store to welcome The Protection of Workers Act.

The Protection of Workers Act, which came into force in August, is a law long called for by retailers and welcomed by the Scottish Grocers' Federation (SGF), which supported Edinburgh Southern MSP Daniel Johnson as his Bill was unanimously passed by the Scottish Parliament.



SGF have since launched its Don't Put Up With It Campaign to encourage everyone in retail to take a zero-tolerance stance and contact police.

Scotmid has been a prominent supporter of the Don't Put Up With It campaign, displaying banners in a number of its stores. It is also supported by the Scottish Government, Police Scotland, Crimestoppers and has led to the bosses of hundreds of convenience stores across the country pledging to report every crime.

Gavin Randell, said: "As a community convenience retailer with a sizeable presence across Scotland, Scotmid welcomes the new legislation to protect our colleagues from violence and abuse."

To find out more about the Don't Put Up With It campaign, go to www.dontputupwithit.scot

Around Your Society

Snappy Shopper

Over 108,000 deliveries have been made this year across the central belt of Scotland.

Our delivery service provided through the Snappy shopper platform, continues to grow and expand to other areas.

A 15th hub was added to the service from our Kilmarnock store in September, covering the vast majority of East Ayrshire. Two more stores are scheduled to join by the end of this year

The range of products has been expanded, and for our Broxburn and Uddingston stores, a range from the instore butcher is available.

The Armadale hub has been a finalist in both the Convenience Retail Awards and Scottish Grocer Awards for Customer Delivery Store of the Year.

The Snappy Shopper app can be downloaded from the Apple or Google app stores.



Food to Go

The Kitchen at Scotmid offering has continued to go from strength to strength.

Continued investment has seen nine stores benefitting from full refurbishment of their offer. In addition, 20 stores have benefitted from the installation of new self-cleaning Rational ovens. Fifty counters now have digital screens along with other upgrades.

We have also continued to roll out our Pizza Art concept to a further six stores, bringing an authentic Rome-style pizza made-to-order to more customers. Our range has also continued to evolve, with new launches of salad bowls, noodle pots, smoothies, limited edition burgers and dessert bars. Our award winning Pizza Sandwich, which scooped the New Food To Go Award at the Sammies Awards 2021, can now be found in more stores.

New seasonal products include a Pigs in Blankets breakfast roll, Pigs in Blankets baguette and, not forgetting, our tasty Big Al's Balmoral Burger in time for St Andrews Day.



Above: Our new Kitchen unit at Uddingston's Tannochside store, which features a new dessert bar including a full range of amazing Artisan Cheesecakes.

Electronic Shelf Labels

More Scotmid customers are set to benefit from clearer product pricing and information thanks to investment into new electronic shelf labels (ESLs)

The integrated technology, designed to display accurate pricing and promotion information – as well as extended information such as allergens and country of origin - allows customers to make easy and informed decisions on their product purchases. Colleagues are able to accurately change and update product information quickly and easily.

Trial stores have experienced increased store efficiency, improved pricing and product information compliance, reduced paper wastage and an enhanced store team morale. There are now plans to install in stores across the estate.

The investment comes at a time when Scotmid are looking to drive store change through technology and adopt sustainable practices that reduce the need for paper usage.

Allan Robertson Programme Manager, Innovation and Change, said: "As a retailer based in the heart of communities we serve, we



The project has seen the installation of 150,000 electronic labels and has been carried out in partnership with Southern Co-op.

continually look for innovative solutions which will deliver genuine benefits for our customers as well as our colleagues. These electronic labels look tidy and modern and mean that we can present our price and product information more clearly for customers.

"In locations where installation has already taken place, our store teams are delighted by the improvement in time efficiencies, as they remove the burden of repetitive manual price and promotion tasks and deliver a more streamlined approach, helping to assist and serve customers."

Recognition and Rewards

Since the last issue of Jigsaw, the Society have proudly received a number of industry awards and nominations.

Scottish Local Retailer

Fresh & Chilled Retailer of the Year:

Scotmid Barton (convenience multiple)

New Store of the Year (Highly Commended):

Scotmid Bo'ness

Scottish Grocer

Sustainability Champion:

Scotmid Inverkeithing (pictured right)

Customer Delivery Store of the Year:

Scotmid Armadale

The Convenience Awards

Sales Colleague of the Year:

Natalie McKerracher, Scotmid Menstrie



Nominations

(Award Ceremony in December)

Fraud Awards 2021

Instore Risk Management Team of the Year:

Scotmid Stock Loss Support Programme

Community Connect

In Autumn 2021, twelve charities and good causes across our trading area were awarded a share of £84,000 Community Connect funding.

After votes were tallied, Edinburgh School Uniform Bank, Counselling and Benefits in Action (CABIA) and Highland & Island Blood Bikes each received the highest votes and £15,000 in funding.



Highland & Island Blood Bikes Roles Volunteers Fundraiser, Geoffrey Matthews, explained, "This funding will be used to purchase a vehicle so that the group can provide an all-weather capability to the Blood Bike medical transport service. This funding will make a huge difference to the communities in the most northern areas of mainland Scotland by providing the same level of service that urban communities already receive."



Julia Grindley, Chair of the Board of Trustees at the Edinburgh School Uniform Bank, said, "We are absolutely delighted to receive a £15,000 Scotmid Community Connect Award. This award will allow us to give school uniform and warm jackets to over 600 local children. This funding will make a huge difference to their confidence and their sense of belonging, as well as keeping them cosy through the winter."

Angela Murray, Treasurer, Co-Manager and a Senior Advisor with CABIA, "This award will allow us to not just continue our current service but to develop the community cohesion and involvement side of our service following recent Covid19 pandemic restrictions being lifted by fully utilising our Community Room, Community Garden and kitchen facilities to improve the life of many by reducing isolation, providing opportunities to engage with others in similar circumstances, build positive and supportive relationships and allow people to interact and socialise in a warm welcoming environment. We also will provide access to a lending library for DVD's, CD's and books."



The good causes below have been shortlisted to receive Community Connect funding at the Society's AGM in April 2022.



Remember to use your Community Connect card every time you shop to collect votes!

Shortlisted North Region Groups



Shortlisted West Region Groups



Shortlisted East Region Groups



Shortlisted Lakes & Dales Groups



Community & Charity

Scotmid have supported over 350 good causes in the past six months. Here is a flavour of what has been happening across the Society...



Pictured: Shirley MacGillivray; John Brodie; Josh Littlejohn, Founder of Social Bite; Harry Cairney.

A recent visit to Social Bite Village in Edinburgh included a tour of their Community Hub, funded by Scotmid.

The Community Hub is the focus of community life – where residents can cook, eat and socialise together. The Hub is also the base for training and support activities.

Shirley MacGillivray, Head of Membership & Community at Scotmid, said: "It was really lovely to see the Village occupied and how well everyone has settled in. It was good to hear first-hand how much of a home the tiny houses have become to the residents and see how valuable the Community Hub is. It was also great to hear how so many have transitioned into new permanent homes and are able to positively move forward with their lives. A real success!"

Find out more: social-bite.co.uk

One Street Beyond

The Society donated litter picking equipment to Brechin Buccaneers to support their participation in the 'One Street Beyond' monthly neighbourhood clear-up program.





Poppy Centenary

Poppy Scotland Montrose recently unveiled their new Poppy Centenary Bench.

The unveiling, performed by The Provost of Angus and Black Watch Veteran Ronnie Proctor, was accompanied on the pipes by RAF Veteran Mark Lumgair. The bench, funded by Scotmid and crafted in Montrose, is sited at the town's war memorial in Union Road.

Montrose team member Jim Strachan said: "We are very grateful to Scotmid for providing the financial support. We have worked with several local businesses and the parks department; it has been a collaborative project. As well as honouring those who made the ultimate sacrifice, the bench also features HMS Montrose."

The Angus-affiliated warship last visited her namesake port in 2018. Since then, the Type 23 frigate has been involved in a Middle East deployment.

MS Support

The MS Society North Lanarkshire Group received a £500 Community Grant to help them provide a counselling service to help support good mental health for people living with Multiple



Sclerosis and their families. From providing information on local services to opportunities to meet others in the area and more, the North Lanarkshire Group is part of a large network of MS Society groups across the UK. Find out more: www.mssociety.org.uk



Name A Step

The Society donated to the redevelopment of the King's Theatre Edinburgh by 'naming a step'. This donation will go towards the transformation of the King's. Their message is that, 'Together we can transform the King's Theatre one step at a time.' Find out more: www.capitaltheatres.com/kings-future/



#HaveAGrowDay

Scotmid were delighted to give Uddingston Pride vouchers to spend on plants and flowers at our Caulders Garden Centres pop up in our Uddingston store, in celebration of #HaveAGrowDay. This wonderful group, made up entirely of volunteers from the local community, keep Uddingston clean and tidy whilst planting flowers around the area year-round. What a blooming marvellous job they all do!

Community & Charity



St Andrews First Aid Partnership Continues

St Andrews First Aid is Scotland's only dedicated first aid charity. Scotmid's latest donation will enable the charity to buy new uniforms for its volunteers.

Scotmid has been funding St Andrew's uniforms since 2015. In 2017, Scotmid also funded the acquisition of 15 new bikes and uniforms, safety equipment and video cameras for the charity's cycle squad.

Stuart Callison, chief executive of St Andrew's First Aid, said: "For more than six years, Scotmid has been one of our most valuable supporters. The funding we have received from them has enabled us to provide our new volunteers with essential uniforms and equipment, helping them to be easily identifiable when out in the community and to carry out lifesaving duties.

It's important that when the public see a St Andrew's First Aid volunteer in uniform they know they are in the very best hands".

"We hugely appreciate Scotmid's ongoing support as we continue to make available, highly trained, dedicated First Aiders at events across Scotland."

The charity works with a team of 1,100 adult volunteers and over 350 youth volunteers who attend 1,800 events each year. In addition to providing first aid support at Premier League football matches, music concerts, community events and charity races the charity volunteers have played an integral part in helping to run the Covid-19 vaccination centres across the country. Overall, the team contribute 67,000 hours each year to the Scottish community.

#thankyouday

To celebrate the first national #thankyouday, our elected members made surprise deliveries to some of those we are thankful for within our local communities. The message was "Thanks from us to you for all that you do."

North Edinburgh Arts, pictured, were just one of the many groups to receive a surprise delivery of treats and goodies.



Standing Together

Striving Towards A New Day (STAND) is a peer support group for people and their families in Fife living with younger onset dementia.

The group received an award to have a roller banner produced to highlight how early intervention, correct information and support makes a significantly positive difference to those living with this disease. Members have managed keep themselves in a bubble since lockdown to continue the vital support needed.



Clean work makes the dream work...

The Seghill Clean Team was set up in late 2020 by a concerned local resident who wanted to improve her village environment.

Vikki Harvey-Jackson (pictured centre) soon found out that other local residents felt the same. Before they knew it, they had a calendar of events planned to tidy, clean and spruce up local park, paths and woodland.

A £500 Community Grant awarded was used to purchase new litter pickers and sack barrows, as well as a range of safety equipment, like high-vis jackets. Vikki said, "The grant funding was amazing. Thank you to Lakes & Dales Co-op for your support from everyone at the Clean Team".



Sustainable Scotmid

With the world's eyes focused on Glasgow this November for the COP26 Summit, the Society took the opportunity to promote sustainable habits.

The Membership Team arranged litter picks in our communities and at our Head Office in Newbridge.

The 'Helping Hand' social media campaign encouraged colleagues and elected members to share images of the simple things they do to help the environment.

Examples received included recycling clothes, composting, turning off lights and walking or cycling instead of driving.

The Society has committed to a wide-ranging program of sustainable initiatives including a Zero Waste target and lower CO2 refrigeration.

Focus on Property 2020-21



Store openings signify the beginning of a new chapter for the Society and the store involved. For the Society's Development Team, who manage the project, they are the culmination of a year of hard work and planning to create the best layout, design and product offerings for the local community.

Anyone who has carried out building or renovation work in the past 20 months has faced increased challenges. Government lockdowns and restrictions to stop the spread of coronavirus, changes in labour markets and supply chains caused by Brexit and the global shortage of materials and parts as well as the increasing cost of labour, parts and materials have all had an impact.

The Society's Development Team, which includes representatives from departments across the business, has had to deal with issues that have never been faced before. Under the stewardship of Maurissa Fergusson, Head of Property, Development and Facilities, and Kevin Plant, Head of Food, the team has risen to the challenge and delivered impressive projects.

In March 2020, when the first lockdown was introduced, the Society had two significant projects on site and underway – Bo'ness and



Pictured top: The opening of Prestonpans store. Above: Store Manager, Nicola, with customer, at the opening of the Perth Store.



Head of Property, Development and Facilities, Maurissa Fergusson with Project Managers, David Greenshields and Sandy Watt on the roof of the Leven Street Store during construction.

Leven Street in Edinburgh. Works on these projects had to stop. In Bo'ness, the steel frame of the new store and investment units had just been erected and the store was trading from a temporary building. At Leven Street, the front two storey building had been demolished and the store was trading from the back of the store via a temporary access corridor. The Society was grateful to colleagues and customers alike who continued to support these stores during this period.

When work recommenced at these sites later in 2020 the whole world had changed. Contractors ways of working had also changed to reflect Government guidance and regulations. Measures included increased focus on social distancing, access routes, permits to work, PPE, temperature checks, regular sanitising, control of the numbers of tradesmen on site at any one time, welfare facilities, shift patterns and additional cleaning.

It is to the credit of all the teams involved, that we were able to open the new 4500 square foot Bo'ness store in October 2020 and the new store at Leven Street in February 2021. We were also able to market and lease eight new flats above the Leven Street store in May 2021. The new stores have provided the Society with the opportunity to offer to our customers an improved and exciting range.

Looking at 2021 the Development Team have continued to mitigate challenges to complete various projects for the Society. See overleaf for more recent projects.



Leven Street - Before



The store remained open during demolition of the building above.

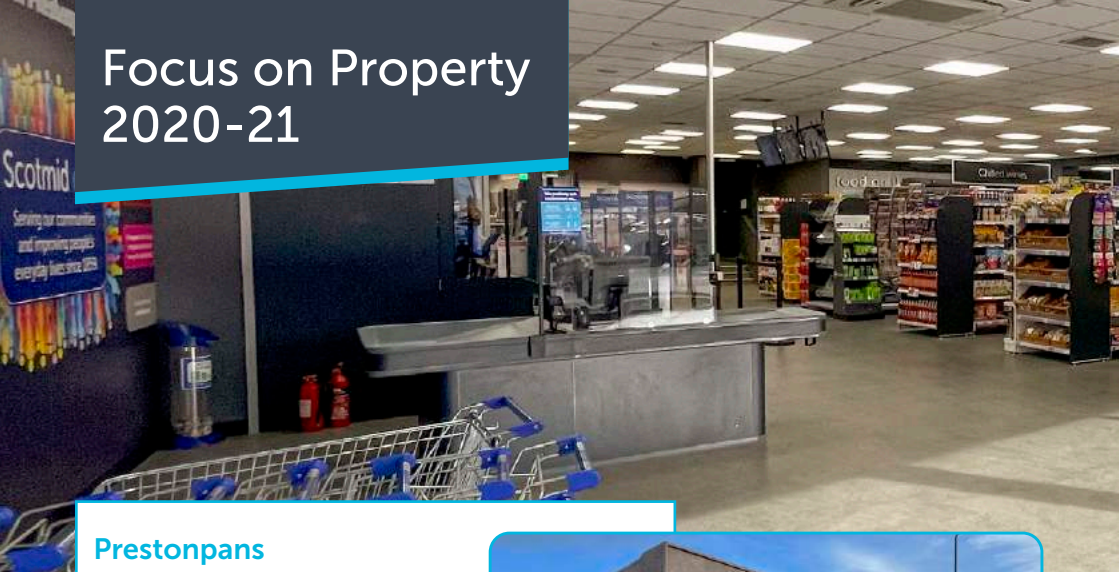


The finished store.



One of the eight new flats above the store

Focus on Property 2020-21



Prestonpans

The large-scale refit saw this prominent store undergo major works spanning over a year, recently opening in September 2021. The works included replacement refrigeration, a large extension to the car park and finally structural alteration and refit of the store. The store has been transformed and offers customers a fantastic shopping destination.



Environmentally Friendly F-Gas Projects

New refrigeration installations continued to roll out at several stores including Calderwood (Sept 2020), Armadale (Oct 2020), Balerno (May 2021), Hamilton Place, pictured below (August 2021), Holytown (Sept 2021) and Laurencekirk (Oct 2021). The projects undertaken at many of these stores also involved additional works to change the layout of the stores, to replace kiosks and bakeries, decoration, rebranding and the introduction of new ranges.





Perth

A new trading convenience food store was acquired in September 2021. The refit and rebranding works were fast-tracked and completed in a week so we could open and provide our new customers with an impressive offer.



Broxburn

Reformatting and branding works were undertaken in this project including the addition of a state-of-the-art Butchery counter, an incredible new offer for local customers.

Macduff

A large-scale Food to Go project was undertaken in June 2021, including the introduction of specialist equipment for Pizza's, Burgers, and evening offers. These new offerings have been a huge success for the store.



Local Supplier

Oatcakes from Orkney

Stockan's bakery is located in the picturesque, harbour town of Stromness, in the Orkney Islands. A family-owned award winning business, their handmade oatcakes are enjoyed all around the globe.

"Of course there have been changes over the years but what has remained constant is pride in our heritage, great tasting products, a focus on quality and a loyal workforce – many of whom have been with us over 20 years, with some over 40! To keep the skills and experience alive, these employees are busy passing on their knowledge to newer members of the team, including myself." explains Irené Archer, 4th generation co-owner.

As one of the leading Scottish oatcake brands in the UK, they are well known for producing triangle (sector) shape oatcakes. This shape dates back centuries to when oats and water would be mixed together, the dough rolled out thinly like a pancake, cooked on a round griddle over an open fire and then quartered (hence the triangle shape they continue to bake today). In addition to maintaining this traditional shape they continue to print the image of the majestic 449ft 'Old Man of Hoy' sandstone rock stack on the core range, having obtained the trade mark back in 1952.

Stockan's has been supplying Scotmid for many years and they really appreciate the good relationship that has developed. The products that can be found in store are baked full of slow energy releasing wholegrain oats, are naturally high in fibre, contain no artificial colours or flavourings and are suitable for vegans. The oatmeal used in their bestselling oatcakes is either coarse ground for a more crunchy texture or fine milled for an unmistakably light, crisp savoury biscuit.

Traditionally, oatcakes were eaten instead of bread with soup or a nice hearty stew. Today they are still enjoyed this way but can also complement any cheeseboard and are very popular with pâté, smoked salmon, peanut butter and jam. In fact, they go very well with most sweet and savoury toppings.



Local Supplier Goodies from Glasgow

Great prizes
to be won
courtesy of our
local suppliers -
see page 24



Aldomak has been in business since 1932, making traditional confectionery in Glasgow. The company still supplies local cafés, hotels and farm shops, but has also branched out into supplying some of the bigger retailers like Scotmid in Scotland.

Aldomak prides itself in sticking to traditional recipes and methods which retain the hand-crafted flavours and profiles customers look for. Aldomak makes Scottish tablet, fudge and macaroon as well as handmade meringues and oat bars. Their Confectionious brand has recently been listed in Scotmid in 150g sharing bags which have been very popular.

"Teaming up with Scotmid has allowed us to push our brand across Scotland, and the Scottish provenance seems to resonate well in their stores." - Aldomak

The Aldomak factory has AA grade hygiene certification which has taken considerable investment over many years, but this has provided the assurance needed for wider distribution.

Dario Riccomini, Managing Director

Dario has been making confectionery for as long as he can remember. He took over the reins of Aldomak nearly 15 years ago following a career in banking. Dario is passionate about preserving the integrity of many of Scotland's best-loved goodies, but enjoys concocting new recipes too and adding delicious new flavours. He understands that consumers love nothing more than an impulse treat!

"Working with Scotmid has been a great opportunity to introduce our Confectionious range across Scotland – and the team have been so easy to work with to make this happen."



Big Buzzness!

Aldomak appreciates the importance of bees and pollination to the food industry everywhere. They have two actively managed hives on their waste ground, which attract a lot of interest from staff, and busy bees!



**A Scotmid
Funeral Plan.**
One less thing
to worry about
at a tough
time.

Susan,
Funeral Arranger



Putting a Scotmid Funeral Plan in place lets you protect yourself and your family against rising costs. It means you pay today's price for all the services included in the plan, whenever the funeral takes place.

0800 048 9633
www.scotmidfunerals.coop

Scotmid
funerals



There When You Need Us

COOP FORTNIGHT

Once a year co-ops of all shapes and sizes come together to show the power of co-operation.

During Coop Fortnight 2021 a film, created by Co-operatives UK, was used across all social media channels to explain the #JoinACoop message.

Take a look and watch out for a familiar face: s.coop/2ldlm



Scotmid also featured as a case study with a focus on Harry Cairney (pictured above). Harry is a lifelong co-operator and has been President of Scotmid since 2014. His first job on leaving school was with St Cuthbert's. "From the bag to the boardroom is absolutely my story. I never imagined that I'd become a President when I first joined."

Proud of his achievements, Harry is also proud

to be part of an organisation that operates fairly and democratically – and makes a difference to the communities it serves. "To me, being a member is everything. There are more important things than the bottom line. Benefitting the community is our core purpose."

Watch the video: s.coop/2ldlm



Retail co-ops across the UK came together to provide much needed emergency supplies to co-ops and communities in India during the Covid crisis.

Scotmid joined nine other retail co-ops across the UK to provide much-needed emergency supplies to co-ops and communities in India during the Covid crisis.

Over £100,000 was donated via the Self Employed Woman's Association; the Co-operative Federation in India which works with 106 women's co-ops, enabling them to provide a sustainable livelihood for female workers.

The support given by the UK retail societies will enable seven Indian co-operatives to restart their businesses, buying raw materials and helping re-establish market links. SEWA also used this substantial donation to leverage extra support from corporate donors, securing additional funds for women farmers and a catering co-operative in this way.

The emergency response was coordinated by Co-operatives UK and the Co-operative College.



**SEWA
COOPERATIVE
FEDERATION**



Watch the video: s.coop/2ldlm





The Society has recruited more than 70 young people through The Kickstart Scheme and has plans to recruit more into both food and Semichem stores following the news that the scheme is extending until March 2022. Colleagues across the Society are supporting participants to develop transferable skills that are aimed at increasing their chances of sustained employment.

The Kickstart Scheme was announced in July 2020 as part of the Chancellor's Plan for Jobs. The scheme aims to create high-quality paid six-month work placements for young people aged 16 to 24 who are claiming Universal Credit and are at risk of long-term unemployment.

Kickstart candidates complete a full application and selection process including an interview.



Holly (18) has joined the team at Scotmid Montrose

What were you doing before you joined Scotmid via Kickstart?

Volunteering at Borrowfield Community Centre in Montrose

What have you enjoyed most so far?

Meeting new people has been great, getting experience in the workplace has been good and my confidence has really been helped.

Is the role what you imagined?

Working in retail is not as easy as people think and I was surprised about how much the job consists of.

What would you like to do at the end of the Kickstart period?

It would be really nice to stay on with Scotmid Montrose. I would also like to get my Personal Licence so I can work in other areas of the business.

What would you say to someone else considering applying for a job with Scotmid?

Go for it! I am really enjoying working here and the staff have made me feel welcome. They are all helping me out and have helped me fit in.

"We are delighted to participate in the Kickstart programme and to welcome new talent into the Society. Many of the participants have been retained in permanent positions. I look forward to seeing our Kickstarter's careers flourish."

*Margaret Anne Clark,
Head of People and
Performance*



"Kickstart has had a greater impact on me personally and my team than I could have ever imagined. Recruiting a young person with no work experience made me feel apprehensive initially but my perspective quickly changed. Holly is so enthusiastic and open to learning; training Holly and watching her confidence grow is a joy. She has swiftly become a much-valued member of our team. Kickstart is benefitting Holly, my store and our community - I am so proud to be involved."

Drew, Montrose Store Manager

"I've really enjoyed my time at Scotmid and would recommend anyone that is interested to apply. All staff have been incredibly helpful and welcoming. I have gained a lot of skills during my time here."

Lewis, Macduff



My Kickstart role at Scotmid has been valuable to me as it has allowed me to gain experience in the retail and service sectors.

Management at Thornhill were very helpful in arranging my shifts so that they would suit my needs and I was able to comfortably commute by bus without worrying about being late.

I feel that my confidence has developed through my experience of speaking to, and working with new people, during my time at Scotmid"

Douglas, Thornhill

"Kickstart has had a great impact on the team here. Recruiting a young person and being given the time to put in to his training has been very rewarding.

Douglas' confidence has grown since being here. When he first started, he was very shy and wasn't confident in a group of people. Now Douglas participates in group work, has a great sense of humour and now enjoys engaging with customers and colleagues."

Rachel, Thornhill Store Manager



"Kickstart has helped me improve so much over the 6 months. I now have a much larger pool of skills to work with."

*Ross,
West Craigs*

"I was a little apprehensive, but Ross has changed my view. It's a pleasure to teach someone who wants to learn and progress"

Angela, West Craigs Manager

Competition Time!

Win a selection of oatcakes, an ecobag and a marble cheeseboard

Courtesy of Stockan's Oatcakes

Q. How high is the Old Man of Hoy?



Win a selection of Bonnie Glen goodies

3 sets to be won courtesy of Aldomac

Q. How many actively managed bee hives do Aldomac have on their waste ground?



Win a Soup Maker

Q. What is your favourite soup?

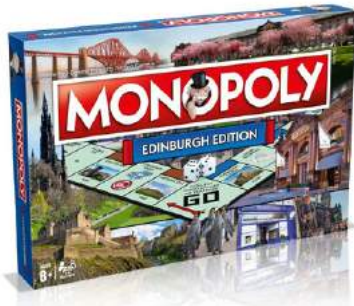
*Prize is Soup Chef, Stainless Steel 1.6L Soup Maker



Win a £50 Scotland Loves Local Shopping Card

Q. True or false? Scotland Loves Local is spearheaded by Scotland's Towns Partnership (STP).

Answers for all competitions can be emailed to competition@scotmid.co.uk or sent to Jigsaw Competitions, Scotmid, Hillwood House, 2 Harvest Drive, Newbridge EH28 8QJ
Closing date for entries is 11pm on 30/12/21



Win an Edinburgh Edition Monopoly Board

Q. Is Edinburgh located on the northern or southern shore of the Firth of Forth?



Win a Scotmid Tartan Buff

Q. Was the Scotmid tartan launched in 2009 or 2019?

Summer Issue Competition Winners

£50

£50 of Society Vouchers

G. Brown, Glasgow

Spice Grinder

A. Osinski, Inverkeithing



Bamboo Cutlery

K. Baird, Edinburgh

Herb Keeper

P. Allan, Elgin



Food Savers

E. Weightman, Keswick



Millions Hamper

E. Shaw, Kirkliston

Bike Voucher

R. Matheson, Drumnadrochit



Congratulations to all our lucky winners - good luck with this issue's competitions

semichem

Christmas We've got this!



RRP £68*
NOW
£39.99

SAVE
£28*



RRP £53*
NOW
£34.99

SAVE
£18*



RRP £73*
NOW
£42.99

SAVE
£30*



100ml

RRP £53*
NOW
£19.99

SAVE
£33*

100ml



RRP £49*
NOW
£19.99

SAVE
£29*



125ml

RRP £52*
NOW
£19.99

SAVE
£32*

Jimmy Choo EDT 100ml, Prada Luna Rossa Sport EDT 50ml, Prada Candy EDP 50ml, DKNY Original Women Fall Edition 100ml, CK Obsession.Night Ladies EDP 100ml, Joop! Homme EDT 125ml.

For her We've got this!



If they like Oodie,
they'll love...



HALF
PRICE*



ONLY
£9.99



IDEAL
GIFT



A. W7 Glam Boutique False Nail Gift Set £10.99 B. Nivea Pampering Indulgence Gift Pack RRP £19.99 - £9.99 C. Carmen Neon Hairdryer £19.99 D. Eskimo Sherpa Hoodie Grey £19.99 E. Ladies Fleece PJ's £10.99 F. Ultimate Pamper Gift Box £12.99

For him We've got this!



ONLY
£9.99



A. Lynx Duo Gift Sets Attract / Black / Africa £3.69, B. L'Oréal Men Expert Alive & Kicking Set RRP £15.99 - £9.99 C. Nivea Men Full Works Set £9.99 D. Dove Men Bluetooth Gift Set £8.99 E. Deep Tissue Massage Gun £39.99 F. Gents Lounge Pants Animal/ Batman £8.99

For kids We've got this!



ONLY
£7.99



A. Harry Potter Hogwarts Train Puzzle £7.99 B. Cocomelon Magnetic Drawing Board £6.99 C. Reese's American Hamper £9.99 D. Fortnite Squad Figure Set £9.99 E. Toy Story 4 Remote Control Car £14.99 F. Barbie Princess Adventure Doll £14.99

Souper Simple Recipes

When life gets busy, keep food fuss-free. These simple soup recipes are perfect for cold winter days and a great way to use up spare ingredients.



Red Pepper & Sweet Potato Soup

- 1 large onion, chopped
- 1 large red pepper, chopped
- 1 large sweet potato, peeled and chopped
- 2 garlic cloves, peeled and crushed (optional)
- Water, vegetable stock or chicken stock to cover
- Salt and pepper

Method

Bring all ingredients to the boil and simmer until sweet potato is soft. Blend carefully. Season to taste and serve.

Tomato Soup

- 8 tbsps unsalted butter
- A large onion, cut into wedges
- 2 tins of tomatoes
- 800 ml of water, vegetable stock or chicken stock
- Salt & pepper

Method

Melt butter and add all ingredients

Cook uncovered for 40 minutes

Season to taste

Serve chunky or blend carefully for a smoother consistency

Customise to you own taste

Why not add curry powder or chilli flakes for a little kick! Stir in some creme fraiche to make extra creamy or experiment with fresh herbs like Basil or Coriander for extra fragrance.

Creamy Cauliflower Soup

- 1 head of Cauliflower (approx. 1kg)
- Salt and pepper
- Butter or olive oil (optional)
- Crumbled cheese to top (optional)

Method

Remove cauliflower leaves and tough core

Chop into florets/chunks and rinse

Boil 1.2 litres of salted water

Add cauliflower, bring back to the boil and then cover for around 5 minutes until tender

Blend cooked cauliflower carefully in batches, with enough cooking liquid to create a soup consistency

Add butter or olive oil (optional)

Season to taste and serve with cheese topping

Bored of boiling? try roasting the Cauliflower in the oven with olive oil and smoked paprika for an extra burst of flavour.



Win a Soup Maker!

See pages 24-25 for details



Charity of the Year



Scotmid has been partnered with Children's Hospices Across Scotland (CHAS) for a whole year now, and we are delighted with the impact our support has had throughout these last 12 months.

Scotmid staff have continued to show their commitment by taking part in numerous fundraising events; including climbing Ben Nevis (pictured above), walking 10 miles across Edinburgh, braving an intense zip line course and donning their best tartan for the return of the live Kiltwalk in September. It is also thanks to the care and generosity of Scotmid, its members, staff and customers that CHAS has been able to continue supporting families across the country, ensuring that no-one has to face the death of their child alone.

We spoke with Nicki Corrigan, the new Service Manager across Outreach at CHAS. With the support of partners like Scotmid, CHAS was able to fund this role which aims to create an equitable service across the whole of Scotland; focused on collaboration in the community by working alongside local healthcare providers. This role will look to upskill, educate and support care in the community and align palliative care across the whole of Scotland allowing CHAS to support families in their own homes if that's their preference.

Nicki says, "Reach is about being able to support care where and when families need it and in order to achieve this, we need the support from community teams. The pandemic has accelerated and allowed the expansion of

"Thanks to the care and generosity of Scotmid, its members, staff and customers, CHAS has been able to continue supporting families across the country, ensuring that no-one has to face the death of their child alone."

the CHAS at Home service and we realised that many families preferred support in their own homes. To make this a reality, we looked at the structure of the Nursing Team and the Family Support Team and ensured that together, we could be reactive to the needs of families across the service.

“Key to this is ensuring that we can sustain this delivery of care and that’s why partners like Scotmid are so important. We want to become a reactive service where we achieve a clear outcome, can respond to all episodes of crisis and provide periods of increased support for families so we can be equitable across the service.

“I want to personally say a big thank you to you for helping make our ambition a reality and helping us reach families across the breadth of the country, providing care in the way that is most suitable for them.”

Many people are looking forward to spending Christmas with their loved ones this year and for families with a dying child this is especially important. Families might be experiencing their first Christmas without their child or their last Christmas with their child. Without access to proper support it can also be a lonely and frightening time.

Next year CHAS will be celebrating 30 years since its inception. Over this time, they have opened two hospices, developed and grown a CHAS at Home service, introduced Diana Children’s Nurses into hospitals, established Scotland’s first ever Supportive and Palliative Care Team and now has a presence at every children’s hospital across Scotland. In response to the pandemic, they launched the world’s first virtual children’s hospice.

As part of their thirtieth, CHAS want to celebrate and recognise the families, staff, volunteers and supporters who have contributed over the years, and look to the future of the organisation, bringing the focus back to their mission to reach every dying child. Their work will never be done no matter how aspirational their ambition - there will always be children with palliative care needs and they need to always be there for them.



Sophie's Story

Now more than ever before, CHAS is determined to reach every single child who needs their help. Scotmid are dedicated to supporting them on that mission so they can continue caring for more families like Sophie’s.

Lyndsey, Sophie’s mum said: “Harry and I have been really full on when it comes to Sophie’s care. It came so naturally to us both, just like a parental instinct. Harry sleeps downstairs with her as we were told she’d be most likely to die from having a seizure in her sleep and we want to make sure that someone is there by her side at all times. She’ll never be alone.

“Sophie has already exceeded her life expectancy. And she could be here for another ten years so we are focused on making as many memories as possible as a family. You put her to bed at night and don’t know if she will be here in the morning. That worry and grief will never stop [but] I’m at one with the fact that this was the life that Sophie was meant to live. And she lives the life she does have to the fullest with the people around her that love everything about her.

“If anything, this last year has showed us all that life is too short to spend time worrying and being miserable. We certainly have our moments, like anyone, but when we are down, we like to play the ‘glad game’ – we think of all the things in life we are grateful for.”

Charity of the Year



Scotmid and CHAS revealed a surprise twist by announcing there are two winners of their mascot competition.

The competition, which received over 2000 entries, asked children to create a new character to become the face of Scotmid's charity partnership with Children's Hospices Across Scotland, better known as CHAS.

Peyton Gallagher aged 11, a P7 pupil at Blairdardie Primary School in Glasgow, received the news that her 'Cuthbert the Fox' design was selected by a panel of judges for its colourful characterisation, simple lines and friendly face.

Sophie Cairney aged 11, a P7 pupil from Lairdsland Primary School in Kirkintilloch, created the bright and colourful character of 'Tildy the Toadstool', who will stand as an 18" puppet pal to Cuthbert.

Lynne Ogg, Scotmid Communities Manager, explained, "We were overwhelmed by the response to our competition. During judging it seemed impossible to pick just one character, so the idea of the mascot having a mate was borne! Peyton and Sophie's characters stood out to us as the perfect duo to represent friendship and our charity partnership with CHAS. We can't wait to see Cuthbert and Tildy come to life!"

As well as seeing their winning designs brought to life as a full-size mascot and fluffy friend, Peyton and Sophie each received an A3 framed print of their character, £200 of fundraising vouchers for their school, and a goody bag full of exclusive mascot merchandise.

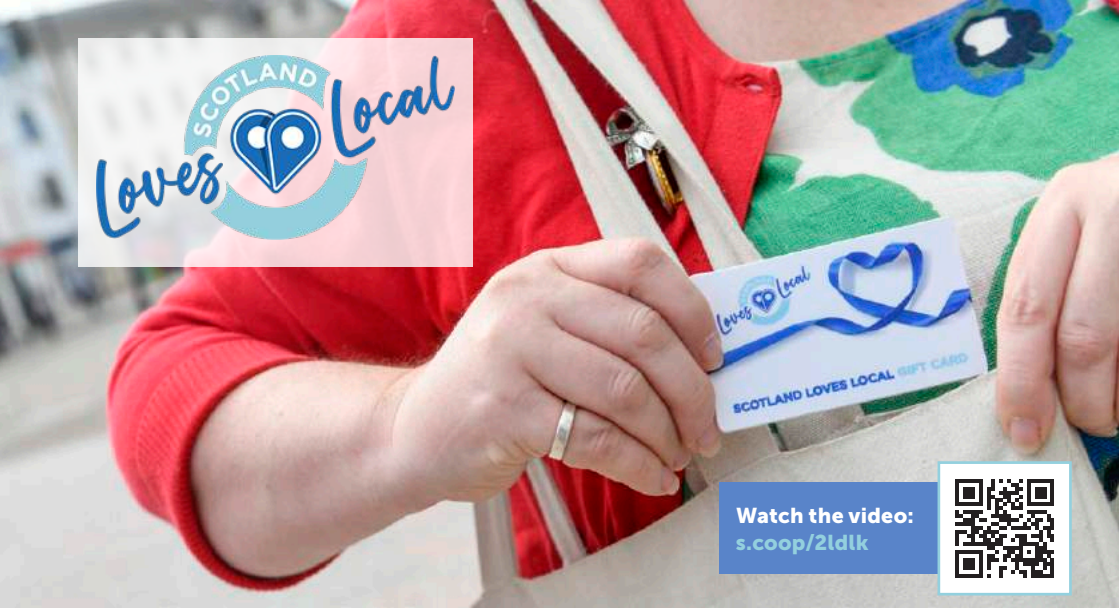
Peyton Gallagher from Blairdardie Primary School said: "I'm really excited that my design was chosen and I can't wait to see Cuthbert turn into a real mascot!"

Nicky Bridges, Associate Director of Outreach at CHAS, said, "We have loved seeing children across Scotland get their thinking caps on and get creative. Both Cuthbert and Tildy will bring a huge smile to those children's faces who we provide essential care to, and we are extremely grateful to the huge

efforts made by Scotmid and everyone who entered the competition to make this happen."

Sophie Cairney from Lairdsland Primary School said: "I can't believe my drawing was one of the winners! I drew a toadstool because they are magical and a safe place in the forest for animals to shelter. I think Tildy will make a great sidekick for Cuthbert!"





Watch the video:
s.coop/2ldlk



Scotland Loves Local, which is spearheaded by Scotland's Towns Partnership (STP) and supported by the Scottish Government, is the national drive for people to think local first and prioritise supporting enterprises of every kind in their communities.

And its latest wave of work, being championed by Scotmid staff appearing in a new campaign video, comes with a clear message: It has never been more critical to choose local.

John Brodie said: "Scotmid's core purpose is to serve our communities and improve people's everyday lives, so we are delighted to support an initiative with the same objective.

"Throughout the pandemic, communities have depended on local businesses working tirelessly to meet their changing needs. We must continue to support those who have been there for us; local businesses are a key part of the post-pandemic revival.

"The message to 'think local first' is simple but powerful. The future of businesses and jobs

around us depends upon the decisions we all make. Choosing local makes a real difference."

STP Chief Officer Phil Prentice said: "The personal decisions we make about where to spend our money will have a huge impact on the lives and livelihoods of our families, friends and neighbours. Making the right choice – putting the businesses around us first – will ensure we build stronger communities which are fit for the future.

"Scotmid and its staff are among those who have been there like never before for the communities it serves throughout the pandemic – going above and beyond to help their customers when they needed them most.

"We are delighted – and grateful – to them for supporting the Scotland Loves Local campaign. This sponsorship allows us to shout even louder about why it's so important for us all to show loyalty to our communities and stick with our local businesses."

"Scotmid's core purpose is to serve our communities and improve people's everyday lives, so we are delighted to support an initiative with the same objective."

Dreaming of a purple Christmas?

Our Quality Street®
The Purple One Hot Chocolate
and Latte are back.



Quality Street®
The Purple One
Latte

Quality Street®
The Purple One
Hot Chocolate

Exclusively at

COSTA
EXPRESS

Subject to availability. © Reg. Trademark of Société des Produits Nestlé S.A.

They're back!
Festive Favourites at
your local store.

NEW!

Pigs in Blankets Breakfast Roll.

only
£2.79

Make it a meal with
a Costa coffee &
hash brown for
£4.50



the **Kitchen**
at Scotmid

Served until 11am. While stocks last.